



Office of Human Capital
Management

CAREER OPPORTUNITY

INFORMATION TECHNOLOGY SPECIALIST

GS-2210-11/12

ANNOUNCEMENT NO.: 04D-690-DB

OPENING DATE: May 14, 2004

CLOSING DATE: May 27, 2004

Applications **must** be received by the closing date

POSITION: Information Technology Specialist, GS-2210-11/12
(Full Performance Level is GS-12)

SALARY: Denver: GS-11 \$53,654 - \$69,750 per annum
GS-12 \$61,692 - \$80,202 per annum

Washington: GS-11 \$52,345 - \$68,048 per annum
GS-12 \$60,123 - \$78,163 per annum

LOCATION: Office of the Chief Financial Officer, Office of Financial Systems, Denver Branch (Denver, CO) **-OR-**
Office of the Chief Financial Officer, Office of Financial Systems, Washington Branch, (Washington, DC)

YOU MUST INDICATE ON YOUR APPLICATION WHICH LOCATION YOU ARE APPLYING FOR
ONLY ONE POSITION WILL BE FILLED

AREA OF CONSIDERATION: All Recruiting Sources

Competitive Status is not required

US Citizenship is required

This position is a permanent position with a full-time work schedule

Relocation Expenses are NOT authorized

This position is designated as disaster funded

DUTIES

The Incumbent conducts or participates in studies with other system specialists, management analysts, or functional area specialists in analyzing the internal or external work processes, document flow, workload and processing patterns across the Office of the Chief Financial Officer (OCFO) to identify new areas for the application of automated data processing. Develops information on the costs and benefits for management to use in making a decision to automate a proposed system. Develops data systems specification documentation and flow charts that provide the basis for subsequent programming operations. Keeps abreast of current technology trends in order to make efficient, cost-effective decisions. Analyzes and evaluates proposed changes to information/data processing systems arising from changes in program requirements, and/or vendor software/hardware upgrades. Using structured techniques, programs in third and fourth generation languages (i.e. Oracle, Sybase, Cold Fusion) to maintain or create OCFO applications. Documents all work in conformance with accepted Small Business Administration (SBA) standards. Trains end-users for Office of Financial Systems applications. Builds in numerous internal controls to check the accuracy, consistency and completeness of data at various points in the workflow and makes provisions for sampling data. Assures that requests for special reports can be met with information available within the system. Serves as a liaison with other divisions of the SBA which have a vested interest in the application systems used in OCFO. Advises on the sources and forms of data that will best meet computer requirements and user needs. Determines the best means to store data in the system for use on an unscheduled basis. Performs other related duties as assigned.

SELECTIVE PLACEMENT FACTOR:

Individuals applying for this position must have a minimum of 2 years experience in developing and implementing a variety of applications using Oracle based tools in an Oracle Federal Financials environment.

Any individual eligible for consideration under the Interagency Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, VRA, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

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-OR-

A minimum of 2 years experience in developing and implementing a variety of applications using Cold Fusion and Sybase Adaptive Server Enterprise.

QUALIFICATION REQUIREMENTS

The following is an excerpt from the OPM Qualification Standards Handbook for General Schedule Positions. These standards are available in most Personnel Offices for review. Applicants must have one year of specialized experience which is in or directly related to the line of work of the position to be filled and which has equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position; such as demonstrated accomplishment of computer project assignments that required a wide range of knowledge of computer requirements and techniques pertinent to this position. This knowledge is generally demonstrated by assignments where the applicant analyzed a number of alternative approaches in the process of advising management concerning major aspects of ADP system design, such as what system interrelationships must be considered, or what operating mode, system software, and/or equipment configuration is most appropriate for a given project.

- GS-11: One year of experience directly related to the occupation and equivalent to at least the next lower grade level; or Ph.D. or equivalent doctoral degree or 3 full years of progressively higher level graduate education leading to such a degree or LL.M., if related; or equivalent combinations of experience and education.
- GS-12 and above: One year of experience directly related to the occupation and equivalent to at least the next lower grade level. There is no substitution of education for experience at this grade level.

Specialized experience must have been at least equivalent to the next lower grade level in the Federal service. Experience may have been gained in the public or private sector.

If you are a current Federal employee applying for consideration under SBA's Merit Promotion and Placement Plan, you must meet the qualifications and time-in-grade requirement within 45 days of the vacancy announcement closing date.

QUALITY RANKING FACTORS (QRFs)

Using information provided within your application/resume, the Office of Human Capital Management (OHCM) will determine if you meet qualification requirements. If you are found to be qualified, responses to the following QRF's will be used to **rank** your experience. The ranking process is used to distinguish the "best qualified" applicants from "qualified" applicants. To receive full credit when addressing QRFs, applicants should submit a narrative description of their experience, education, training, etc, relative to each QRF. Be specific and limit responses to no more than one page per factor. Each factor **must** be addressed individually and separate from your application/resume. Failure to address the following QRFs may result in not receiving full consideration for the position. Please provide information in the following order:

1. Knowledge of proper programming techniques, performance of functional and requirement analysis.
2. Skill in design, analysis and implementation of data processing systems.
3. Ability to communicate orally.
4. Ability to communicate in writing.

OTHER INFORMATION:

SBA is an Equal Employment Opportunity Employer.

If selected, you will be required to provide documents proving that you are eligible to work in the United States.

If you are a male born after December 31, 1959, you must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job.

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Satisfactory completion of a background investigation is required for issuance of a security clearance

An employee selected from a competitive register must serve a one-year probationary period and may be terminated because of work performance or conduct during this period or for failing to demonstrate fitness or qualifications for continued employment (5 CFR 315.804).

Your application contains information subject to the Privacy Act (P.L. 93-579, 5 U.S.C. 55A). The information is used to determine qualifications or employment, and is authorized under Title 5 of the United States Code Sections 3302 and 3361.

HOW TO APPLY:

Individuals who are current career or career-conditional employees in the Federal service or are eligible for reinstatement to the Federal service (check <http://www.usajobs.opm.gov/faqs.asp> to see if you are eligible) have competitive status and may be considered under both competitive examining and SBA's Merit Promotion and Placement Plan. (A copy of an SF-50 reflecting competitive status **must** be submitted with your application/resume in order to be considered as a status employee.)

Status applicants who wish to be considered under both procedures **must** submit two complete applications. When only one application is received from a status applicant, it will be considered under SBA's Merit Promotion and Placement Plan only.

Individuals who are eligible for noncompetitive consideration under a special appointing authority (e.g., 30 percent compensable veterans, severely disabled persons, persons eligible under the Veterans Recruitment Appointment (VRA) may apply. Applicants who wish to be considered under a special appointing authority as well as under the competitive examining procedures must submit two complete applications. When only one application is received from a noncompetitive eligible, it will be considered under the special appointing authority only. More information on special appointing authorities is available at <http://www.opm.gov/veterans/index.asp> (Veterans); http://www.opm.gov/disability/appempl_3-11.asp (Disability); <http://www.opm.gov/employ/luevano.htm#Outstanding> (Outstanding Scholar Program).

Veteran preference eligibles and veterans honorably separated from the armed forces after substantially completing 3 years or more of continuous service may apply. You must indicate on your application or resume that you are eligible under the Veterans Employment Opportunity Act (VEOA), as amended, and include proof of your veteran's preference or military service.

Individuals who do not have competitive status and who are not eligible under a special appointing authority will be considered under competitive examining procedures only. Status employees who do not submit documentation to reflect competitive status, will be considered under competitive examining procedures only.

Veteran preference only applies to applications applying under competitive examining procedures. You must attach a copy of your DD-214 to your application in order to receive veterans' preference. Information about veteran preference is available at <http://www.opm.gov/veterans/index.asp>.

The time-in-grade requirement only applies to current Federal employees applying under SBA's Merit Promotion and Placement Plan.

You may use any written format you choose to apply for this position. However, your application or resume must provide your **Social Security Number** as well as all of the items listed in Optional Form (OF) 612, Optional Application for Federal Employment (available at <http://www.opm.gov/forms/html/of.asp>). Only your application or resume will be used to determine if you meet the minimum qualifications for the job and the grade level(s) for which you are qualified. If your application or resume does not include the required information, you will lose consideration for the job. You should also submit:

Any individual eligible for consideration under the Interagency Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, VRA, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

- Supplemental statement that provides examples of your experience which address the Quality Ranking Factors (QRFs) used in the ranking process. The supplemental statements must address all the QRFs described above. **The factors must be addressed individually and may not exceed one page per QRF.** If the supplemental statement exceeds one page per QRF, only the first page of each factor will be considered in the evaluation process.
- If you are a current Federal employee, your most recent annual performance appraisal.
- If you are a current or former Federal employee, your most recent SF 50, Notification of Personnel Action reflecting your highest competitive grade held and status.
- If you claim 5-point veteran preference, submit your DD Form 214, Certificate of Release or Discharge from Active Duty.
- If you claim 10-point veteran preference, submit a SF 15, Application for 10-Point Veteran Preference and the proof as required by that form. The SF 15 is available at <http://www.opm.gov/forms/index.htm>.

If you are applying for special selection priority under SBA's Career Transition Assistance Plan (CTAP) (open to surplus SBA employees only) or the Interagency Career Transition Assistance Program (ICTAP) (see <http://www.opm.gov/ctap/> for eligibility requirements), you must submit one of the following as proof of your eligibility: reduction-in-force (RIF) separation notice; Notification of Personnel Action (SF 50) showing separation by RIF or removal for declining a directed reassignment or transfer of function outside the local commuting area; certificate of expected separation or other notice that you are a surplus employee or eligible for discontinued service retirement; notice from a Federal agency that your injury compensation has been or is being terminated and that it cannot place you; notice from the Office of Personnel Management terminating your disability annuity; or notice from the military or National Guard that you retired under 5 USC 8337(h) or 8456.

If you are eligible for special selection priority based on RIF, declining a directed reassignment or transfer of function outside the commuting area, retiring on the effective date of a RIF or retiring under the discontinued service retirement option, you must also submit a copy of the Notification of Personnel Action (SF 50) which shows the promotion potential of the career or career-conditional position from which you have been or will be separated and a copy of your last performance rating of record.

If you are applying for special selection under the Federal Employment Priority Consideration Program for Displaced Employees in the District of Columbia Department of Corrections or Interagency Career Transition Assistance for Displaced Panama Canal Zone Employees, you must submit a copy of your RIF separation notice.

To be found well-qualified for special selection priority by the Small Business Administration, you must meet the minimum qualification requirements for the position, including any selective factors, and receive at least two-thirds of the total possible points for the Quality Ranking Factors.

All applications must be **received** in the Office of Human Capital Management by the closing date of this announcement. Only material requested by the announcement will be used to rate your application. Your application will NOT be returned to you. Application packages should be delivered to:

U.S. Small Business Administration
Attn: Dianna Burrell, 04D-690-DB
Office of Human Capital Management
Personnel Services Division
721 19th Street, Suite 392
Denver, CO 80202

Applications will be accepted from faxes. Applications may be faxed to the attention of Ms. Burrell at 202-481-1661 (please call her at 303-844-7791 to confirm receipt). Applications may be forwarded as attachments to e-mails and sent to the SBA HR mailbox at denverhrjobapplications@sba.gov. Please do not attempt to transmit elaborate forms or complex fonts. Documents in "Word" attached to your e-mail will be most easily retrieved in our

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office. Please include the vacancy announcement number in the subject line of your e-mail. Please indicate in your e-mail whether additional documents (e.g., performance appraisal and SF 50) will be faxed.

EVALUATION CRITERIA

If you meet the minimum qualification requirements, you will be evaluated on:

Quality Ranking Factors (all applicants)

Training completed in the last 5 years (for Merit Promotion only)

Awards received in the last 3 years (for Merit Promotion only)

Your most recent annual performance rating of record (for Merit Promotion only)

Veteran preference (for Competitive Examining only)

WHERE TO GET ADDITIONAL INFORMATION

The Optional Application for Federal Employment (OF 612) is available at <http://www.opm.gov/forms/html/of.asp>.

The SBA provides reasonable accommodation to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process, please notify the person named above. Determinations on requests for reasonable accommodation will be made on a case-by-case basis. Hearing impaired individuals who need assistance may call the Federal Information Relay Service at 1-800-877-8339.

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